

Director of College and Workforce Alignment Dallas County Promise at the Commit Partnership

The Commit Partnership, under its Dallas County Promise initiative, seeks a passionate, hard-working individual to serve in a full-time position as the Director of College and Workforce Alignment reporting to the Managing Director of the Promise effort. This key position will help drive organizational efforts focused on increasing the numbers of underrepresented students that are ready for, enrolling in, persisting through, and completing post-secondary credentials that are aligned to current needs of the North Texas workforce.

The Director of College and Workforce Alignment:

The Director will lead a talented Manager of Workforce Talent Activation and develop stakeholder relationships across the North Texas talent pipeline with a focus on workforce alignment for pathways that are being developed in high school, through the community college or community-based postsecondary training program, and universities aligned to high demand job opportunities (with a particular focus on the middle skill job gap). The role will identify opportunity gaps in the talent pipeline, develop evidenced based solutions for gaps in programming, shine the light on best practices, and look to develop scalable strategies to more intentionally link students to the workforce to produce equity in college/postsecondary completion, job placement, and earnings for Dallas County.

Success will look like 1) every Promise high school student will thoughtfully select a career pathway, 2) have meaningful and measurable work-based learning experiences aligned to that pathway, 3) be partnered with a career mentor aligned to that pathway, 4) progress through a coherent program of study beginning in high school to include community colleges, other postsecondary training programs, and universities and 5) be placed in a living wage job guided by a career advisor. A summary of the Director's essential duties includes:

Enhance: Workforce Opportunities and Develop Career Pathway Partnerships

Enhance Workforce Opportunities:

- Define industry sectors and job pathways leveraging workforce intelligence with Dallas County partners and ensure industry is leading the conversation.
- Understand the opportunities and motivations of all partners (high schools, colleges, workforce) and build a value proposition that produces valued outcomes for each partner.

Develop Career Pathway Solutions and Partnerships:

- Develop strong communication channels with all stakeholders including students, parents, high schools, school district offices, community colleges, universities, employers, community agencies, and workforce organizations.
- Develop articulation agreements, data sharing agreements, and memorandums of understanding for all participating groups.
- Develop strategies to leverage existing resources and secure additional resources to outline pathway solutions to meet the demand of the workforce.
- Leverage the data capabilities of partners and stakeholders to track the progress of students through pathways.

Lead: Promise Pathway Marketing to Populate Talent Pipelines

Marketing Campaigns

- Develop strategies to engage communities and employers to inspire students towards high-demand careers.

- Build marketing campaigns with partners to populate the talent pipeline of Promise partners including colleges, universities, and other postsecondary programs aligned to the North Texas workforce.

Work-Based Learning:

- Drive regional conversations to develop clarity on desired soft skills to teach, assess, and report for the regional talent pipeline.
- Develop strategies to more intentionally connect youth to employment.
- Develop strategies in partnership with school districts to ensure every student has meaningful and measurable work-based learning experiences aligned to their interests, aptitudes and the job opportunities in North Texas.
- Influence the design of the strategy, plan, budget, and tools for matching every Promise student to a community-based career mentor with higher ed partners.
- Support the regional career mentoring plan for Promise students in partnership with Dallas County Community College District and other postsecondary partners.

Support: The Management of Talent Pipelines with Partners

Pathways Management:

- Develop policies for student participation in Promise related to work-based learning.
- Influence college programming to best meet the needs of non-traditional college students that focus on high demand jobs.
- Develop data reporting on the talent pipeline to guide continuous improvement conversations for all participating organizations leveraging data from K12, higher education, and workforce
- Support the talent pipeline management of various stakeholders who own the success of parts of the talent pipeline.
- Produce recommendations with and across organizations to reduce barriers for student success and guide and influence institutional change across the talent pipeline.

Cultivate: Higher Education Partnerships and Retention/Completion Initiatives

Recruit and Onboard Higher Education Partners to Participate in Promise

- Recruit and onboard new higher education partners to join Promise
- Maintain regular status updates with existing higher education partners
- Provide guidance and support to partner organizations in aligning their efforts and goals to the DFW postsecondary strategy

Support Higher Education Partners with Continuous Improvement

- Implement an evidence-based continuous improvement process, utilizing data on outcomes and indicators to identify improvement in strategic plan implementation and any necessary adjustments to the strategy.
- Through process improvement training equip Promise staff and higher education partners to be student-centered and data-driven in postsecondary enrollment and completion strategies.

Support System Improvements for College Completion and Job Placement:

- Work in collaboration with Promise Operations team to design systems to evaluate, track, and report on student progress as related to Promise scholarship disbursement
- Identify and uplift effective practices for retention/completion and project management workgroups to enact recommendations related to student barriers (i.e., transportation, childcare, food insecurity, emergency grants, healthcare access, etc.)
- Collaborate with students and academic advisors, success coaches, financial aid counselors, career mentors, industry partners and other stakeholders to address student challenges.

- Analyze data to identify important trends and present data in a way that drives implementation of effective retention, transfer, completion, and job placement strategies

Successful candidates will possess the following education and experience:

- Leadership experience in higher education and workforce development (or workforce related) with a working knowledge of middle skill job market and a working knowledge of high schools and high school cultures for economically disadvantaged students and students of color
- Staff management experience
- Experience marketing programs to economically disadvantaged students and students of color
- Education level appropriate for job description
- Bilingual in Spanish preferred, but not required

Successful candidates will demonstrate the following competencies and personal characteristics:

- Solid communication and interpersonal skills with the ability to be personable yet persuasive.
- Ability to interact effectively in the community and at multiple levels within organizations, especially organizations serving culturally and economically diverse communities.
- A degree of personal organization and results-orientation that enables success in a quantitative, outcomes-oriented environment.
- A proven ability to exercise sound judgment and work independently on complex initiatives.
- Ability to operate with humility, an open mind, and a sense of urgency.
- A true curiosity and commitment to finding more effective ways to meet the needs of underserved students with a willingness and desire to engage fully in the challenges of this work and to communicate its challenges, successes, and conclusions.
- A gift of taking data and effectively visually representing it while telling an accurate and powerful story to help inspire and move people to action.
- Belief in the power of education and equity to improve the odds for all children in service of The Commit Partnership's mission.

About the Commit Partnership:

The Commit Partnership is focused on the powerful idea that every child in Dallas County should receive an excellent and equitable K-12 education, preparing them to flourish at the collegiate level and beyond. To reach this vision, the Partnership serves as a community navigator and connector, analyzing data to elevate strategic initiatives, improve practices and policies, and ultimately growing community capacity, capabilities and resources to serve students more effectively.

Founded in 2012, the Partnership is the nation's largest educational collective impact organization: a coalition of over 200 partners (public and private schools, colleges, foundations, businesses, and nonprofits), all working collaboratively to solve our region's biggest systemic educational challenges. Our flagship effort, [Early Matters Dallas](#), focuses on improving early childhood outcomes, while our second initiative, the [Best in Class Coalition](#), aims in partnership with the Communities Foundation of Texas to increase the number of effective and diverse campus educators serving DFW's 1.2 million students. Our third initiative, [Dallas County Promise](#), seeks to align our local higher education institutions to

maximize the number of students who can access and complete a quality postsecondary education.

Each effort is supported by a dedicated advisory board responsible for fundraising, advocacy, and monitoring community progress and is guided by community strategic plans developed by global management consulting firms Boston Consulting Group, Bain & Co. and McKinsey & Co. Day-to-day work is supported by more than 45 full-time staff who combine data, deep educational experience, and strategic thinking to collectively support Partnership efforts while advocating for Dallas County students at the state and local level and convening community conversations around the latest research and best practices. The net result is a shared roadmap for the future that civic leaders and local stakeholders own and hold themselves mutually accountable for its execution.

About the Dallas County Promise:

Launched in 2017, the Dallas County Promise is a transformational collaboration between regional school districts, higher ed institutions, workforce, and communities to increase college completion rates aligned to the needs of the North Texas' workforce for the County's 28,000 high school seniors graduating annually. Dallas County is committed to developing a world class talent pipeline that creates equity in outcomes for students, families, and communities. At its core, the "Promise" is (i) a last dollar scholarship from the Dallas County Community College District Foundation, combined in partnership with matching university scholarships for students seeking a four-year degree supporting career pathways aligned to high demand jobs; and (ii) a backbone organization supporting the Promise's enrollment and degree completion efforts through data, convening power, fundraising and continuous improvement processes.

Core Values

Students First: *We are guided by multiple stakeholders, but ultimately our decisions rest upon one question: What is in the best interest of students?*

Systemic Impact: *We maintain patience and persistence while relentlessly insisting upon efficient and highly-effective approaches to sustainably change systems to more effectively serve their communities.*

Equity and Inclusion: *We work with others to transform systems in ways that ensure every student has access to the resources they need. We help set the table for an expansive conversation, welcoming and valuing every voice at the table, while actively and explicitly working to create outcomes that narrow opportunity gaps and shift power towards communities and individuals most impacted.*

Humility: *We embrace the fact that our success depends on our ability to work cohesively with each other and our community. We learn and grow best together.*

Joy: *We bring a constant sense of optimism and fun to this difficult work.*

Integrity: *We will act honestly and ethically in all internal and external decisions, in the ways we present data, and in how we communicate with partners; this unwavering commitment allows us to best serve students, families, and the community.*

To Apply:

[Victory Search Group](#) has the privilege of leading the recruitment of the Director of College and Workforce Alignment for The Commit Partnership. Victory Search Group is a senior level retained executive search firm serving a select group of clients, including nonprofits, educational organizations and cultural institutions, from five offices across the United States for over 15 years.

Interested individuals should send a resume and cover letter to nonprofit@victorysearchgroup.com with “Director, The Commit Partnership” in the subject line.

The Commit Partnership is an Equal Opportunity Employer that seeks to hire individuals with backgrounds similar to that of the stakeholders they serve. As an organization that embraces equity and inclusion, all employment decisions are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, gender, age, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, or any other status protected by federal, state, and local laws.